



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 2/23/18	<u>Interviewer:</u> Lafayette Baker	RFA #18 – 19
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☐XX Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐XX Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> XX Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
2/23/18	LB met with [REDACTED]	<p>LB explains the EO Office Resolution processes, “Protocol,” including differences between the informal resolution process and filing a formal discrimination complaint. LB also discusses the EO Office’s limits on confidentiality (including the Public Records Act) and the prohibition against retaliation, as well as resources and reporting options. [REDACTED] indicated she did not want to file a formal complaint and that she wanted an informal resolution</p> <p>[REDACTED] explained that she is an [REDACTED] in [REDACTED], and 9/27/18, move in day, one of her female coworkers, was wearing ripped jeans. RD [REDACTED] came up to her and said “Do we need to start raising money for you to buy jeans without holes?”</p>

		<p>In addition, during a staff meeting, he told another female staff member “I like those boots.” Another staff member told her, he asked her why she was not wearing make-up.</p> <p>During another one on one meeting, he said “Do you know you belong to a party that was started by White Supremists.” He was trying to explain that the Democratic Party was started by the KKK, but [REDACTED] was upset by this.</p> <p>During another one on one meeting with [REDACTED] explained that they talked a sexual harassment concern in her community regarding a resident. She feels [REDACTED] started defending the alleged harasser’s actions, saying “Boys will be Boys.” She also says she told [REDACTED] she was sexually harassed her freshmen year and he told her that his comment about “Boys will be boys” must sound like [REDACTED] he was victim shaming. She told him, “It sounds like you are defending his actions.”</p> <p>During another one on one, he said there is no way we can lower tuition without getting rid of useless offices like the Title IX office, EOO, and the Veterans Office. She is concerned that he does not think these offices are important.</p> <p>[REDACTED] explained that her one on one meetings with [REDACTED] often last longer than the scheduled time and seem to be longer with females than with males. She is concerned as to why one on one meeting lengths are different based on gender.</p> <p>[REDACTED] explained that she tried to email [REDACTED] supervisor [REDACTED] several times to talk about these issues, and [REDACTED] did not reply to the emails.</p> <p>[REDACTED] would like [REDACTED] to know his actions were wrong, and it is not okay to treat staffers different based on gender.</p>
3/14/18	LB met [REDACTED]	<p>LB explained the EO Office’s Resolution processes “Protocol” (see above).</p> <p>[REDACTED] explained that during one on one meetings, he tries to get to know his staff members. [REDACTED] told him she was a part of the [REDACTED] Club. And based on her interest in politics, he talked to her about politics sometimes during their one on one meetings. He explained that he tried to have reflective educational conversations with his staff members about different topics.</p> <p>[REDACTED] said during a one on one meeting, the topic was the cost of school for out of state students. He explained that did not make the comment about useless offices. He said he told [REDACTED]</p>

		<p>the cost of education is going up because of all the federal regulations we have to abide by, and that is why we have so many offices at universities.</p> <p>About the comments regarding his discussion with [REDACTED] about the sexual harassment incident in the residence hall, he said he would apologize wholeheartedly to [REDACTED] if she perceived that he was perpetuating harassment or defending that view in any way. That was not his intent; he does not condone harassment; and he feel regretful for that.</p> <p>[REDACTED] explained that one on one meetings with staff members go different lengths based on various factor, including topics discussed, and what the staff member has scheduled after the meeting. Staff member's genders are not a factor regarding the length of the one on ones meetings.</p>
3/20/18	LB met with [REDACTED]	<p>LB explained the EO Office's Resolution processes "Protocol" (see above).</p> <p>[REDACTED] explained that she did not get any emails from [REDACTED]. However, she did get an email from another staff member about staff feedback. [REDACTED] said if she did not respond to the staff member, she will take ownership over not responding, and she is extremely sorry. She said always tries to prioritize time to talk to students.</p>
4/4/18	LB met with [REDACTED]	<p>LB explained to [REDACTED] that he had a very good meeting with [REDACTED] and [REDACTED] took her concerns very seriously. [REDACTED] apologized for the comments that he made that she was uncomfortable with. [REDACTED] explained that he tries to connect, educate, and build relationships with his staff members. However, he will take a different approach regarding the concerns that she raised in the future. [REDACTED] said he will learn from this.</p> <p>[REDACTED] said she believes moving forward [REDACTED] will be more aware and more mindful of what he says to people. She believed it was good to have the EO Office work with Residence Life regarding her concerns. She believes the EO Office helped her reach her expected outcomes, and she is comfortable where this.</p>